

# THE JUST GROUP

## The Just Group's Position on Living Wage

It is the Just Group's requirement that at minimum, suppliers must comply with all local laws, legally mandated benefits and premiums. This requirement is set out in our Supplier Ethical Code of Conduct, and enforced through our Terms and Conditions of Trade.

In addition, the Just Group believes that wages should always be enough to meet the basic needs of workers and their families, and be able to provide a level of discretionary income.

The UN and the International Labour Organization (ILO) have declared just remuneration and living wages as a human right.<sup>1</sup>

Although living wage methodology may vary in its calculation, the Global Living Wage Coalition (GLWC) and Anker Methodology's definition of living wage is widely accepted in the fashion industry and supported by the Just Group. Living Wage is defined by the GLWC as:

*"The remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events."*

In spite of the industry challenges with living wage, the Just Group fully supports the principle of a living wage in our supply chain.

To this end, we have already made progress in the following areas with plans for further expansion of living wage related activities:

- Responsible Purchasing Practices training rolled out to all product & buying teams
  - Refresher training with additional tools scheduled for FY23
- Implemented the use of open cost breakdown in negotiations, whereby the labour cost is ring-fenced and protected
  - Complete rollout and consistency of approach by end of FY23
- Conducted initial supplier Modern Slavery training including Living Wage awareness component
  - Updated comprehensive supplier training and workshop to be delivered in FY23
- Increased transparency and accuracy of worker wage information through new ELEVATE audit program and worker sentiment surveys
  - Roll out of grievance mechanism helpline to all factories by early FY23
  - Finalise the scope of a wage gap analysis by end of FY23 for implementation in FY24

Collective bargaining and the right to free association play an important role in achieving this through the negotiation of improvements to wages, conditions, as well as changes connected to productivity and efficiency gains driven by process enhancements.

We are committed to working alongside our suppliers, NGOs, unions and industry peers in addition to exploring multi stakeholder initiatives where we will continue to strive to close the gap between minimum legal wage and a living wage.

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<sup>1</sup> 'A fair wage: A human right', International Labor Organization, 2013